

Attachment GS4-1  
 Focused Recruitment Report FY 04

Professional / Discipline	Region needing Disciplines Start date 7/1/03	Regions needing Disciplines End Date 6/30/04
DI	03,15	02,04,07,09,10,15
OT	04, 07,08,15	02,09,10,15
SLP	02,04, 07,08,15	01,02,03, 04,07,08 09, 10,15
PSC	02,15,	03, 09,10,
PT	03,04,15,	02, 03,04, 09,10,15

- No data available on regions 12,13,14

The above Focused recruitment data represent information obtain from local DEIC reports which includes information from the Point of Entry (POE) regarding service gaps for needed providers in each region. No data was received for three of the fifteen regions due to change in personnel and no information available. Some service gaps may not include all counties within a region but for data purposes within this report, the entire region was identified. Local DEIC reports identify specific counties for Focused recruitment. No identified service gaps were reported for two of the fifteen regions; they were regions 05 and 06.

Data includes the beginning needs for each region and the ending needing for the FY 04 year. Initial analysis of the data revealed that more regions need service providers at the end of FY 04 year than at the beginning. Data may be unreliable due to the inconsistent reporting methods of the DEIC and the POE entry information at the beginning of the FY04. Beginning FY 04 the prior administration identified needs for reporting service gaps and the POE completed a new report form within the reporting period. This may account for an increase (or more accurate identification) of service needs within the regions at the end of FY 04. Analysis also revealed that rural regions continue to identify service gaps, and the SLP is the highest need.

Efforts to recruit providers include posting counties of need on First Steps Web site, visits/contact with local universities, flyers and poster, word of mouth with potential inquiries, agenda items with local DEIC members, advertisement in the KY Speech and Hearing Newsletter, sharing provider shortage information at the PSC quarterly meetings and exhibits at conferences. The regions reported varied barriers to obtaining needed services provider. Examples of the barriers to recruit include, deficient of the First Steps budget which caused potential providers to not be interested in a First Steps contract, changes in program regulations, potential providers are fearful of Program Review visit and the possibility of recoupment, a general need for therapist in the therapeutic field, serving rural areas where travel is extensive with no additional compensation, and changes in administration oversight for the program.